

## Civilian Marines

Civilian Marines provide an invaluable service to the Corps as an integral component of its Total Force. To that end, we have published a “Civilian Workforce Campaign Plan” (CWCP), which serves as a strategic roadmap to achieve a civilian workforce capable of meeting challenges of the future. The campaign plan cites six goals that touch upon the entire lifecycle of the Civilian Marine.

The goals of the campaign plan are:

1. Nurture, build, and grow Civilian Marines through the integration of the Corps’ value proposition throughout the entire work lifecycle.
2. Establish an integrated Total Force Management approach, including assessment and adjustment processes, for proactively shaping the workforce of the future.
3. Provide flexible development opportunities throughout the entire work lifecycle to shape the workforce.
4. Create leaders at every level to reinforce the value proposition.
5. Fortify workforce management expertise in military and civilian managers, as well as Human Resources professionals.
6. Structure the Civilian Marine performance evaluation systems to foster teamwork and accountability, and reward high performance.

In direct support of the CWCP, we have updated our initial collection of

Marine Corps workforce competencies and have begun the process of deploying the Civilian Workforce Development Application (CWDA). CWDA is a web application and backend database that facilitates the occupational and professional development of Civilian Marines. The database contains data related to the leadership and functional core competencies of the Communities of Interest (COIs). CWDA will provide career and professional development information to all Civilian Marines and will allow them to schedule training, update personal training/qualification data, view job vacancies within the Marine Corps, and analyze data for senior leaders of the COIs for forecasting vacancies, shaping, and managing COIs.

We have also completed and deployed the Acculturation and Mentoring Programs as part of the CWCP. The Acculturation Program provides Civilian Marines with the opportunity of understanding their roles in supporting the mission of the Marine Corps. Specifically, Civilian Marines learn the Marine Corps’ culture and history while also concentrating on the strategic mission of local commands. The Mentoring Program is part of our Civilian Leadership Development program and provides a tool to enhance our ability to transform our civilian workforce into a high performance culture providing a skilled capable workforce to face the challenges of the future.